2014 FCC EEO Public File Report for Charter Communications 12397 - CM Portage Cnty MI

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: 7

Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 47

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MI

FCC Unit 12397 - CM Portage Cnty MI

Req # Job Title Recrultment Source(s) Used to Fill the Vacancy Source Hi 304892 Ad Account Executive I Laddens 1 Ad Account Executive I Laddens 1 Pure Michigan Talent 1 1 TV Ad 1 1 Internal Career Portal 1 1 External Career Portal 1 1 Hero2Hired 0 0 Hispanic Center of Western Michigan 0 0 Tennessee State University Fall Career Fair 0 0 Middle Tennessee State University Fall Career Fair 0 0 Ranken Technical College Job Fair 2 0 403380 Ad Account Executive I Indeed.com 2 Referral 2 2 Internal Career Portal 1 2 Hero2Hired 0 0 Direct Employers 0 0 Hero2Hired 0 0 Linkedin 2 0 Class Door 1				Interviewees Referred	
Ad Account Executive Ladders				by Each Recruitment	Numbe
Pure Michigan Talent 1 1 1 1 1 1 1 1 1				Source	Hired
TV Ad	1304892	Ad Account Executive I		1	
Internal Career Portal			Pure Michigan Talent	1	
External Career Portal			TV Ad	1	
Hero2Hired Direct Employers 0 0 0 0 0 0 0 0 0			Internal Career Portal	1	
Direct Employers 0 Hispanic Center of Western Michigan 0 Tennessee State University Fall Career Fair 0 Middle Tennessee State University Fall Career Fair 0 Middle Tennessee State University Fall Career Fair 0 Ranken Technical College Job Fair 0 304892 Total			External Career Portal	1	
Hispanic Center of Western Michigan 0 Tennessee State University Fall Career Fair 0 Middle Tennessee State University Fall Career Fair 0 0 Middle Tennessee State University Fall Career Fair 0 0 0 0 0 0 0 0 0			Hero2Hired	0	
Tennessee State University Fall Career Fair 0 Middle Tennessee State University Fall Career Fair 0 Ranken Technical College Job Fair 0 0 0 0 0 0 0 0 0			Direct Employers	0	
Middle Tennessee State University Fall Career Fair Ranken Technical College Job Fair 0 Saukseam Technical College Job Fair 5 Ad Account Executive I Indeed.com Referral 2 Internal Career Portal 3			Hispanic Center of Western Michigan	0	
Middle Tennessee State University Fall Career Fair Ranken Technical College Job Fair 0 Sad4892 Total			Tennessee State University Fall Career Fair	0	
304892 Total 5 403380 Ad Account Executive I Indeed.com Referral 2 Referral 2 Internal Career Portal 1 External Career Portal 0 Hero2Hired 0 Direct Employers 0 403595 Assoc Media Research Analyst Linkedin Glass Door Internal Career Portal External Career Portal 0 Hero2Hired Direct Employers Hispanic Center of Western Michigan 0 403595 Mgr, Business I Indeed.com 6				0	
304892 Total 5 403380 Ad Account Executive I Indeed.com Referral 2 Referral 2 Internal Career Portal 1 External Career Portal 0 Hero2Hired 0 Direct Employers 5 403595 Assoc Media Research Analyst Linkedin Glass Door Internal Career Portal External Career Portal 2 Hero2Hired Direct Employers Hispanic Center of Western Michigan 0 403595 Mgr, Business I Indeed.com			Ranken Technical College Job Fair	0	
Referral 2 Internal Career Portal 1 External Career Portal 0 Hero2Hired 0 Direct Employers 0 0	304892 To	tal	·	5	
Internal Career Portal 1 External Career Portal 0 Hero2Hired 0 Direct Employers 0 403380 Total 403595 Assoc Media Research Analyst Linkedin 2 Glass Door 1 Internal Career Portal 0 External Career Portal 0 External Career Portal 0 Hero2Hired 0 Direct Employers 0 Hero2Hired 0 Direct Employers 0 Hispanic Center of Western Michigan 0 403595 Total 403895 Mgr, Business Indeed.com 6	403380	Ad Account Executive I	Indeed.com	2	
External Career Portal 0 Hero2Hired 0 0			Referral	2	
Hero2Hired Direct Employers 0 403380 Total 5 403595 Assoc Media Research Analyst Linkedin 2 Glass Door 1 1 Internal Career Portal 2 0 External Career Portal 4 0 Hero2Hired 5 0 Direct Employers 6 0 Hispanic Center of Western Michigan 0 403595 Total 403895 Mgr, Business I Indeed.com			Internal Career Portal	1	
Direct Employers 0 403380 Total 5 403595 Assoc Media Research Analyst Linkedin 2 Glass Door 1 Internal Career Portal 0 External Career Portal 0 Hero2Hired 0 Direct Employers 0 Hispanic Center of Western Michigan 0 403595 Total Mgr, Business I Indeed.com			External Career Portal	0	
403380 Total 403595 Assoc Media Research Analyst Linkedin 2 Glass Door 1 Internal Career Portal 0 External Career Portal 0 Hero2Hired 0 Direct Employers 0 Hispanic Center of Western Michigan 0 403595 Total 3 403895 Mgr, Business I Indeed.com			Hero2Hired	0	
403595 Assoc Media Research Analyst Linkedin 2 Glass Door 1 Internal Career Portal 0 External Career Portal 0 Hero2Hired 0 Direct Employers 0 Hispanic Center of Western Michigan 0 403595 Total 3 403895 Mgr, Business I Indeed.com			Direct Employers	0	
Glass Door 1 Internal Career Portal 0 External Career Portal 0 Hero2Hired 0 Direct Employers 0 Hispanic Center of Western Michigan 0 403595 Total 1 Indeed.com 6 6 1 1 1 1 1 1 1 1	403380 To	tal		5	
Internal Career Portal 0 External Career Portal 0 Hero2Hired 0 Direct Employers 0 Hispanic Center of Western Michigan 0 403595 Total 1 Indeed.com 6 6	403595	Assoc Media Research Analyst	Linkedin	2	
External Career Portal 0 Hero2Hired 0 Direct Employers 0 Hispanic Center of Western Michigan 0 403595 Total 1 1 1 1 1 1 1 1 1			Glass Door	1	
Hero2Hired 0			Internal Career Portal	0	
Direct Employers 0 Hispanic Center of Western Michigan 0 403595 Total 3 403895 Mgr, Business I Indeed.com 6			External Career Portal	0	
Hispanic Center of Western Michigan 0 403595 Total 3 403895 Mgr, Business I Indeed.com 6			Hero2Hired	0	
403595 Total 3 403895 Mgr, Business I Indeed.com			Direct Employers	0	
403895 Mgr, Business I Indeed.com 6			· ·	0	
	403595 To	tal	· •	3	
Page 1	403895	Mgr, Business I		6	
			Page 1		

1403895	Mgr, Business I	Linkedin	1	0
1403033	Mgr, Dusiness r	mitalent.org	1	0
		Internal Career Portal	0	0
		External Career Portal	1	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
1403895 To	ntal	Thispanic defice of Western Wildingan	9	1
1304294	Mgr, Local Sales II	Indeed.com	3	1
100 120 1	mgr, 1984. Gaide II	Linkedin	2	0
		Referral	_ 1	0
		Beyond.com	1	0
		Internal Career Portal	. 1	0
		External Career Portal	1	0
		Hero2Hired		0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
1304294 To	otal	- In principal control of the contro	9	1
1403594	Mgr, Media Mktg Strategy	Indeed.com	3	0
		Linkedin	1	1
		Internal Career Portal	2	0
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
1403594 To	tal		6	1
1305995	Producer/Videographer I	Indeed.com	6	1
		Linkedin	1	0
		Referral	1	0
		External Career Portal	2	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
		Ranken Technical College Job Fair	0	0
1305995 To	tal		10	1
Grand Total			47	7

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career	8413 Excelsior Dr.,					
Portal		Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	5
External Career	8413 Excelsior Dr.,					
Portal	Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	5
	http://www.directemp					
Direct Employers	loyers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Referral*					NO	4
Hispanic Center of		Grand Rapids, MI				
Western Michigan	SW	49503	Deisy Madrigal		NO	0
Tennessee State						
University Fall	3500 John Merritt					
Career Fair	Blvd.	Nashville, TN 37209		615-963-5981	NO	0
Middle Tennessee						
State University Fall		Murfreesboro, TN				
Career Fair	1301 E. Main St.	37132		615-898-2500	NO	0
Ranken Technical		St. Louis, MO				
College Job Fair	4431 Finney Ave.	63113	Janie Summers	314-286-3665	NO	0
Ladders*					NO	1
Pure Michigan						
Talent*					NO	1
TV Ad					NO	1
Indeed.com*					NO	20
LinkedIn					NO	7
Glass Door*					NO	1
mitalent.org*					NO	1
Beyond.com*					NO	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit.

DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

^{*} The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/3/14 - 6/6/14	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills